

PLAINTIFF'S
EXHIBIT

14

CITY-COUNTY OF MONTGOMERY
PERSONNEL BOARD HEARING

IN RE APPEAL HEARING FOR:

L. M. HARTWELL,
Employee.

CITY-COUNTY OF MONTGOMERY
PERSONNEL DEPARTMENT

27 Madison Avenue,
Montgomery, Alabama 36101

March 14, 2006

5 p.m.

BEFORE THE PERSONNEL BOARD:

Benita Froemming, Chairman

Charles B. Paterson

Johnny Baker

Taken by: SELAH M. DRYER, CSR

COPY

1 Q. The memos that Hartwell sent
2 up the chain to you -- you testified in
3 the Mayor's Hearing that they should not
4 have been addressed to you; is that
5 correct?

6 A. Yes.

7 Q. They should have been
8 addressed to his company officer rather
9 than to you?

10 A. Yes.

11 Q. How does that purport with
12 this policy saying that they should be
13 addressed to the person and the station
14 number that you are sending them to? So
15 if he wants to get a memo to a District
16 Chief, he's not to address it to the
17 District Chief, he's to address it to his
18 company officer. Is that what your
19 testimony is?

20 A. Yes.

21 Q. How does that add up with the
22 department's policy that shows right here
23 the example is from William A. Ross,

1 Firefighter, to James O. Smith, District
2 Chief?

3 A. Because that's not common
4 practice.

5 Q. It's the policy.

6 A. But the district chiefs and
7 firefighters have been instructed as to
8 the proper chain of command for the
9 heading of a letter.

10 Q. But this right here is the
11 interdepartmental communications policy
12 Section 963 Proper Interdepartmental
13 Communication.

14 A. 1992.

15 Q. Exactly. That's the one. And
16 I asked you and you checked your file to
17 make sure it was right, didn't you?

18 A. Yes.

19 Q. And it was right. This is the
20 policy and it shows directly from a
21 firefighter to a district chief.

22 A. Yes.

23 MR. BRANNAN: We move to